

GOVERNMENT OF INDIA
MINISTRY OF LABOR & EMPLOYMENT
O/o the Director General (Labour Welfare)

Draft Outline of Model Welfare Scheme for BOC
Workers

Pursuant to the directions of the Hon'ble Supreme Court contained in the Judgment dated 19th March, 2018 and 7th May, 2018 in Writ Petition (Civil) No. 318 of 2006, draft outline of Model Scheme for welfare of Building and Other Construction Workers is hereby placed on the official website of the Government of India, Ministry of Labour and Employment for perusal and comments of the General Public and stakeholders. It is requested that the suggestions/ comments/ inputs may be submitted on or before 21st May, 2018 at E-mail IDs: punhanir@nic.in, ajay.kumar67@nic.in, js.sidhu@nic.in , satyendra.chauhan@gov.in

Draft Outline of Model Welfare Scheme for BOC Workers for consideration by Committee

Pursuant to the directions of the Hon'ble Supreme Court contained in the Judgement dated 19.3.18 in WP(C) No. 318 of 2006, a draft outline of the **Model Welfare Scheme for BOC Workers** has been drawn to facilitate the Committee constituted by the GOI for the purpose and to elicit comments and suggestions of the stakeholders. The Scheme will be given final shape only after detailed discussion by the Committee constituted for this purpose and consultation/feedback from other stakeholders. The components of the Scheme are outlined below:

(i) **Life and disability Cover** – It is proposed that 50 per cent of the total contribution of premium for Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) amounting to Rs.171 per worker per annum will be borne by the State Welfare Board while the remaining 50 per cent will be borne by the Central Government under the converged PMJJBY/PMSBY Schemes. These schemes provide coverage of Rs.2 lakhs in case of natural death and Rs.4 lakhs in case of accidental death, besides disabilities benefits as per this scheme.

(ii) **Health and Maternity Cover** – Hospital expenses up to Rs.5 lakhs per family will be borne by the Board. This could be done directly or through insurance companies as determined by the National Health Protection Scheme. There will be reimbursement of expenses up to Rs.2 lakh or so for serious diseases like cancer, kidney failure etc. For female construction workers minimum wages for 26 weeks to be provided for up to 2 pregnancies and for the wives of construction workers medical expenses up to a certain prescribed limit may be provided by the State Welfare Board.

(iii) **Education** – Scholarships at the rate of Rs.3000 per year for 2 children of the workers studying in class 9 to 12 and up to Rs.12000 per year for children of workers studying in ITI's, vocational courses, graduation and professional courses etc.

(iv) **Housing** – Depending upon the financial capacity of the Board loans/advances may be provided to the worker's subject to the ceiling of 10 per cent of the cess collected in a particular year. It would be more advisable to construct transit/accommodation for the migrant construction workers at sites provided by the urban local bodies/State Governments, and run by these bodies on rental basis. A ceiling of 10 per cent of the cess collected in a particular year may be spent on such accommodation.

(v) **Skill Development** – Skill development should be conducted not only for the workers but also for their dependents. In case of workers minimum wages should be paid while attending the training programme while for the dependents stipend may be prescribed as per norms of the Ministry of Skill Development & entrepreneurship or the State Skill Development Mission.

(vi) **Pension** – Pension of Rs.1000 per month to be provided to the construction workers after they have attained the age of 60 years, provided they have been registered with the board for at least 5 years. However, this will need to be debated with the States as many states may not have the financial capacity to fund such a scheme.